



State of Louisiana
DIVISION OF ADMINISTRATION

OFFICE OF STATE UNIFORM PAYROLL

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GOVERNOR

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COMMISSIONER OF ADMINISTRATION

May 15, 2000

OFFICE OF STATE UNIFORM PAYROLL MEMORANDUM #2000-72

TO: All UPS Agencies

FROM: Ronald S. Mitchell
Director

SUBJECT: Legal Mandate 72 Hour Rule - R.S. 23:631(A)

It has come to our attention that many of our agencies are unclear as to their responsibility of the payment of wages for an employee who has been discharged. During the 1995 Regular Session, Act 325 was passed to amend and reenact R.S. 23:631(A). Excerpts from this act state that it shall be the **duty** of the person employing the employee to pay the amount due under the terms of employment no later than three days following the date of discharge. This is NOT contingent upon the employee's request of immediate payment.

The statute further provides that when an employee resigns, he/she shall be paid on or before the next regular payday or no later than fifteen days following the date of resignation, whichever occurs first.

You may view this revised statute or print it in its entirety from the WEB site http://www.legis.state.la.us/tsrs/RS/23/RS_23_631.htm. If you have any questions, please contact Angel Vernon at (225) 342-0717.

RSM:ACV:kmb